

WHAT IS CLAIMED IS:

1. An assessment method for selecting at least one suitable candidate for a work position using performance data from each worker in a pool of existing workers, the method comprising the steps of:

- (a) inputting into a computer-implemented processing stage, for each worker in the pool of existing workers:
 - (i) a Personal Profile relating to a set of Personal Parameters, and
 - (ii) a Performance Profile,
- (b) processing said Personal Profile and said Performance Profile of each of the existing workers, so as to produce a Set of Candidate Rules, wherein at least one candidate rule of said Set of Candidate Rules is a non-linear rule;
- (c) obtaining, for at least one candidate, a Personal Profile, and
- (d) analyzing said Personal Profile from said at least one candidate, along with said Set of Candidate Rules, to produce a Computed Performance Rating for said candidate.

2. The method of claim 1, wherein said Performance Profile is a Position-Specific Performance Profile.

3. The method of claim 1, wherein said Performance Profile is based on the pool of the existing workers, wherein a number of the existing workers in the pool is at least 20.

4. The method of claim 2, wherein said Position-Specific Performance Profile is based on the pool of the existing workers, wherein a number of the existing workers in the pool is at least 20.

5. The method of claim 4, wherein said number of the existing workers in the pool is at least 30.

6. The method of claim 4, wherein said number of the existing workers in the pool is at least 40.

7. The method of claim 1, further comprising the step of:

(e) comparing said Computed Performance Rating for said candidate with said Performance Profile for each worker in the pool of existing workers.

8. The method of claim 7, further comprising the step of:

(f) determining a closest match between a particular candidate and a particular worker of said existing workers in the pool, based on step (e).

9. The method of claim 2, wherein said at least one candidate is a plurality of candidates, the method further comprising the step of:

(e) ranking said plurality of candidates according to each respective Computed Performance Rating of said candidates, and wherein said Set of Candidate Rules is based on said Position-Specific Performance Profile.

10. The method of claim 1, wherein said Personal Profile for said at least one candidate is a subset of said Personal Profile for each worker in the pool.

11. The method of claim 1, wherein said set of Personal Parameters for said at least one candidate is obtained by reducing said set of Personal Parameters for each worker in the pool, based on said Set of Candidate Rules.

12. The method of claim 1, further comprising:

- (e) eliminating at least one parameter from said set of Personal Parameters for each worker, based on said Set Of Candidate Rules, to produce a streamlined set of Personal Parameters, and at least one eliminated parameter, and
- (f) testing said at least one candidate using test parameters from said set of Personal Parameters for each worker, said test parameters solely including said streamlined set.

13. The method of claim 1, wherein said processing is reduced by inputting at least one rule of a human expert.

14. The method of claim 1, further comprising:

- (e) performing an Employer's Evaluation for each said existing workers in the pool, according to pre-determined criteria, to produce said Performance Profile for each said existing workers.

15. The method of claim 1, wherein said existing workers occupy a plurality of work positions, said Performance Profile is a plurality of Position-Specific Performance Profiles, and said Set of Candidate Rules is a plurality of Sets of Candidate Rules, each Set of said Sets relating to a particular work position of said work positions.

16. The method of claim 15, wherein said Computed Performance Rating for said candidate is a plurality of Computed Performance Ratings, each of said plurality of Computed Performance Ratings being derived from one Set of said Sets.

17. The method of claim 1, wherein said candidate is one of said existing workers in the pool.

18. The method of claim 1, wherein said Performance Profile includes a rating for a Personal Chemistry Dimension.

19. A system for selecting at least one suitable candidate for a work position using performance data from each worker in a pool of existing workers, the system comprising:

- (a) a processor;
- (b) a memory, associated with said processor, said memory including a data storage area, and
- (c) an input/output unit, operatively connected to said processor,

wherein said processor, said memory, and said input/output unit are configured to:

- (i) input into a computer-implemented processing stage, for each worker in the pool of existing workers:
 - (A) a Personal Profile relating to a set of Personal Parameters, and
 - (B) a Performance Profile,
- (ii) process said Personal Profile and said Performance Profile of each of the existing workers, so as to produce a Set of Candidate Rules, wherein at least one candidate rule of said Set of Candidate Rules is a non-linear rule;
- (iii) obtain, for at least one candidate, a Personal Profile, and
- (iv) analyze said Personal Profile from said at least one candidate, along with said Set of Candidate Rules, to produce a Computed Performance Rating for said candidate.

20. The system of claim 19, wherein said Performance Profile is a Position-Specific Performance Profile.